

B. Amendments to the Claims

- 1 1. (Previously Presented) A human capital management system, executable  
2 by a computer, providing for the collection and maintenance of the performance  
3 capabilities of individuals within a defined workforce including currently active  
4 participants and a reserve talent pool of inactive participants, said human capital  
5 management system comprising:
- 6 a) a performance capabilities data set repository providing for the  
7 storage of a plurality of performance capability data sets corresponding to a  
8 plurality of workforce participants, each said performance capability data set  
9 identifying a workforce participant and the participant status of said workforce  
10 participant, each said performance capability data set further including a plurality  
11 of categorized data fields and a plurality of categorized free-text data fields,  
12 wherein said categorized free-text data fields store unstructured textual content;
- 13 b) a user interface system, coupled to said performance capabilities  
14 data set repository, supporting the entry and editing of said plurality of  
15 performance capability data sets, said user interface system accessible by said  
16 plurality of workforce participants, said user interface system providing for the  
17 identification within said performance capabilities data set repository of discrete  
18 editing changes made to said plurality of performance capability data sets, said  
19 user interface system further providing for the issuance a data changed electronic  
20 notification message with respect to a predetermined performance capability data  
21 set; and
- 22 c) a reviewer interface system, coupled to said performance  
23 capabilities data set repository, supporting the review and qualification of  
24 performance capability data sets, wherein said reviewer interface system enables  
25 identification of said discrete editing changes made to said performance  
26 capabilities data sets, wherein said performance capabilities data set repository  
27 associates a predetermined reviewer with said predetermined performance  
28 capability data set, wherein said predetermined reviewer receives said data  
29 changed electronic notification message of said change in said predetermined  
30 performance capability data set through said reviewer interface system, wherein  
31 said reviewer interface system further supports specification of a performance  
32 capability requirement set that selects a corresponding subset of said performance  
33 capability data sets, wherein said performance capability requirement set includes

34 categorized data field criteria and categorized free-text data field criteria, wherein  
35 said categorized data field criteria is matched against said categorized data fields  
36 and said categorized free-text data field criteria is matched selectively against the  
37 unstructured textual contents of said categorized free-text data fields to select said  
38 corresponding subset of said performance capability data sets, wherein said  
39 reviewer interface system enables selective scoring qualification of individual said  
40 categorized data fields and said categorized free-text data fields, wherein said  
41 selective scoring qualifications are stored in correspondence with said  
42 performance capability data sets, and wherein said selective scoring qualifications  
43 are selectively combinable with said categorized data field criteria and said  
44 categorized free-text data field criteria in selecting said corresponding subset.

1 2. (Previously Presented) The human capital management system of Claim 1  
2 wherein said reviewer interface system supports the issuance of an information  
3 request electronic notification message to a predetermined user corresponding to  
4 said predetermined performance capability data set through said user interface  
5 system, wherein issuance of said information request electronic notification  
6 message is initiated by said predetermined reviewer to further qualification of said  
7 predetermined performance capability data set, and wherein said information  
8 request electronic notification message communicates a request for specified  
9 information regarding an item of said predetermined performance capability data  
10 set.

1 3. (Previously Presented) The human capital management system of Claim 25  
2 wherein said data changed electronic notification message includes a first  
3 notification message issued to a screening reviewer and a second notification  
4 message issued to a substantive skill reviewer.

1 4. (Cancelled)

1 5. (Previously Presented) The human capital management system of Claim 2  
2 wherein the matching of said categorized data field criteria against said  
3 categorized data fields produces a first scoring value, wherein the matching of  
4 said categorized free-text data field criteria against said categorized free-text data  
5 fields produces a second scoring value, wherein said corresponding subset of

6 said performance capability data sets are presented in a ranked order through  
7 said reviewer interface system, wherein said ranked order is based on a  
8 combination of said first and second scoring values.

1 6. (Cancelled)

1 7. (Cancelled)

1 8. (Cancelled)

1 9. (Withdrawn) A method, executed on a computer system, implementing life-  
2 cycle human capital management relative to a workforce to support selection of  
3 candidates for positions within an organization, said method comprising the steps  
4 of:

5 a) collecting performance capability information from said  
6 workforce, wherein said workforce includes a plurality of members and wherein  
7 said performance capability information includes a plurality of performance  
8 capability partitions, and wherein each said performance capability partition  
9 includes categorized information and categorized free-text information, said  
10 categorized free-text information being characterized as unstructured textual  
11 content, said performance capability information being stored in a workforce  
12 database as a plurality of data sets;

13 b) scoring a subset of said plurality of data sets relative to a  
14 predetermined set of selection criteria, selectively applicable to said plurality of  
15 performance capability partitions, including a first set of predetermined items  
16 matchable against said categorized information and a second set of  
17 predetermined items selectively matchable against the unstructured textual content  
18 of said categorized free-text information, said step of scoring assigning rankings  
19 to said subset of said plurality of data sets; and

20 c) displaying predetermined identifiers of said subset of said plurality  
21 of data sets in correspondence with said assigned rankings of said subset of said  
22 plurality of data sets.

1 10. (Withdrawn) The method of Claim 9 wherein said workforce database  
2 stores scoring data corresponding to respective items of said performance

3 capability information and wherein said assigned rankings is derived from a  
4 function of said scoring data corresponding to said performance capability  
5 information matched by said first and second set of predetermined items.

1 11. (Withdrawn) The method of Claim 10 wherein said workforce database  
2 includes a key item database of free-text key items derived from said unstructured  
3 textual content and wherein said step of scoring includes matching said second  
4 set of predetermined items with key items of said categorized free-text information  
5 based on a predetermined lookup correspondence defined by said key item  
6 database.

1 12. (Cancelled)

1 13. (Cancelled)

1 14. (Cancelled)

1 15. (Cancelled)

1 16. (Cancelled)

1 17. (Cancelled)

1 18. (Previously Presented) A method of evaluating workforce candidates for  
2 positions based on performance capabilities and preferences in conjunction with  
3 the human capital management of a workforce, wherein said method is  
4 implemented as a computer executed procedure, said method comprising the  
5 steps of:

6 a) collecting information from a set of potential candidates for a  
7 position, wherein the collected information includes a plurality of categorized sets  
8 wherein each categorized set includes categorized information and categorized  
9 free form information, wherein said categorized free form information is  
10 characterized as unstructured textual content, said step of collecting including the  
11 step of reviewing the collected information by a designated reviewer wherein items  
12 of said collected information are subject to selective qualification by said

13 designated reviewer and wherein phrases of one or more words occurring in said  
14 categorized free form information are selectively associated autonomously with  
15 instances of capabilities identifiers for selective qualification by said designated  
16 reviewer, said instances of capability identifiers being stored by a database;  
17                   b) first scoring said categorized information subject to a weighting  
18 specification associated with said position, said first scoring being further subject  
19 to the selective qualification of the items of said collected information;  
20                   c) parsing said categorized free form information to autonomously  
21 identify instances of key information corresponding to said capability identifiers  
22 as stored by said database;  
23                   d) second scoring said instances of key information subject to said  
24 weighting specification, said second scoring being further subject to the selective  
25 qualification of the items of said collected information; and  
26                   e) providing, based on said first and second scoring, a ranking of  
27 said set of potential candidates.

1 19. (Previously Presented) The method of Claim 18 further comprising the step  
2 of providing feedback by said designated reviewer to a selected member of said  
3 set of potential candidates to solicit additional information in performance of said  
4 step of collecting information, said step of reviewing providing for a normalization  
5 of the quality of information provided by said set of potential candidates.

1 20. (Cancelled)

1 21. (Previously Presented) The method of Claim 19 wherein said step of  
2 collecting information further includes the steps of:

3                   a) storing the collected information in performance capability data sets;  
4 and

5                   b) issuing a data changed electronic notification message with respect to  
6 a predetermined performance capability data set, wherein said data changed  
7 electronic notification message is issued to said designated reviewer.

1 22. (Previously Presented) The method of Claim 21 wherein said step of  
2 providing feedback includes the step of selectively issuing an information request

3 electronic notification message to said selected member to solicit additional  
4 information.

1 23. (Previously Presented) The human capital management system of Claim 2  
2 wherein said performance capabilities data set repository is updated with  
3 workforce life-cycle event data, separately from said user interface system, to  
4 modify the participant status of said predetermined user to reflect changes of  
5 participant status between active participant status and reserve talent pool inactive  
6 participant status.

1 24. (Previously Presented) The human capital management system of Claim 23  
2 wherein said performance capabilities data set repository associates a reviewer  
3 notification delivery address with said predetermined reviewer and wherein said  
4 data changed electronic notification message is delivered to said predetermined  
5 reviewer at said reviewer notification delivery address.

1 25. (Previously Presented) The human capital management system of Claim 24  
2 wherein said performance capabilities data set repository associates a user  
3 notification delivery address with said predetermined user and wherein said  
4 information request electronic notification message is delivered to said  
5 predetermined user at said user notification delivery address.

1 26. (Previously Presented) The human capital management system of Claim 5  
2 wherein said performance capabilities data set repository includes a scoring  
3 database including first scoring data corresponding to predetermined items of  
4 said categorized data fields and second scoring data corresponding to  
5 predetermined key phrases of one or more words predefined as analytically  
6 corresponding to phrases of one or more words that may occur in the  
7 unstructured textual content of said categorized free-text data fields, wherein said  
8 ranked order of said subset of said performance capability data sets is a function  
9 of said first and second scoring data determined for said categorized data field  
10 criteria and said categorized free-text data field criteria as evaluated against said  
11 performance capabilities data set repository.

1 27. (Previously Presented) The human capital management system of Claim 26  
2 wherein said second scoring data, including said predetermined key phrases, is  
3 dynamically definable through said reviewer interface system in qualification of  
4 performance capability data sets by said predetermined reviewer.

1 28. (Previously Presented) The human capital management system of Claim 27  
2 wherein analytical correspondence to said predetermined key phrases is  
3 determinable by parsing the unstructured textual content of said categorized free-  
4 text data fields to identify presumptive key phrases of one or more words.

1 29. (New) A method for implementing a talent management system, executed  
2 on a computer system, providing for the collection and qualification of  
3 performance capability information of workforce candidates, including currently  
4 active participants and a reserve talent pool of inactive participants, and for the  
5 evaluation of workforce candidates to support selection of candidates for positions  
6 within an organization, said method comprising the steps of:

7 a) collecting, via a user interface system, and storing, in a workforce  
8 database, performance capability information from said workforce, wherein said  
9 workforce includes a plurality of members and wherein said performance  
10 capability information identifies a workforce participant and the participant status  
11 of said workforce participant, and includes a plurality of performance capability  
12 partitions, and wherein each said performance capability partition includes  
13 categorized field information and categorized free-text information, said  
14 categorized free-text information including unstructured textual content, said  
15 performance capability information being stored in a workforce database, with  
16 respect to said plurality of members, as a plurality of data sets;

17 b) automatically generating first scores for said plurality of data sets,  
18 wherein said first score of each said data set includes assigning score values to  
19 respective instances of said categorized field information and sets of score values  
20 to respective instances of said categorized free-text information, wherein for each  
21 instance of categorized free-text information said instance of categorized free-text  
22 information is autonomously parsed relative to the category of said instance of  
23 categorized free-text information to identify capabilities identifiers including one  
24 or more words, wherein said instance corresponding set of score values includes

25 score values selectively assigned to said capabilities identifiers, wherein said  
26 assigned score values are stored in said workforce database;

27 c) reviewing and assigning, by a designated reviewer, second scores  
28 to a subset of said plurality of data sets, wherein said second scores of said subset  
29 included weighting values selectively assigned to said score values, wherein each  
30 said weighting value represents a qualification of a respective said score value,  
31 wherein said step of selectively assigning weighting values includes reviewing the  
32 respective instances of said categorized field information and said categorized  
33 free-text information by said designated reviewer via a reviewer interface system,  
34 coupled to said workforce database, to selectively assign said weighting values,  
35 and wherein said assigned weighting values are stored in said workforce  
36 database; and

37 d) selecting, via said reviewer interface system, a candidate for a  
38 predetermined position based on evaluation of said plurality of data sets with  
39 respect to said predetermined position, wherein said predetermined position is  
40 defined by an associated weighting specification specified through said reviewer  
41 interface system and used to determine a corresponding ranking of said data sets,  
42 wherein said weighting specification includes a plurality of specification weights  
43 selectively corresponding to said categorized field information and capability  
44 identifiers associated with said categorized free-text information, wherein the  
45 ranking of a corresponding data set is determined from a combined  
46 correspondence of said specification weights and said assigned weighting and  
47 score values of the said corresponding data set, and wherein a subset of said  
48 plurality of data sets are displayed in ranked order determined by said combined  
49 correspondence;

50 wherein said user interface system is accessible by said plurality of  
51 workforce participants, said user interface system providing for the identification  
52 within said performance capabilities data set repository of discrete editing  
53 changes made to said plurality of performance capability data sets, said user  
54 interface system further providing for the issuance a data changed electronic  
55 notification message with respect to a predetermined performance capability data  
56 set; and

57 wherein said reviewer interface system is accessible by reviewers and  
58 enables identification of said discrete editing changes made to said performance  
59 capabilities data sets, wherein said workforce database associates a



60 predetermined reviewer with said predetermined performance capability data set,  
61 and wherein said predetermined reviewer receives said data changed electronic  
62 notification message of said change in said workforce database through said  
63 reviewer interface system.

1 30. (New) The method of Claim 29 further comprising the step of issuing, by  
2 said reviewer interface system, an information request electronic notification  
3 message to a predetermined user corresponding to a predetermined data set,  
4 wherein issuance of said information request electronic notification message is  
5 initiated by an assigned reviewer to obtain further qualification of said  
6 predetermined data set, and wherein said information request electronic  
7 notification message communicates a request for specified information regarding  
8 an item of said predetermined data set.

1 31. (New) The method of Claim 30 wherein said workforce database is  
2 updated with workforce life-cycle event data, separately from said user interface  
3 system, to modify participant status of said predetermined user to reflect changes  
4 of participant status between active participant status and reserve talent pool  
5 inactive participant status.

1 32. (New) The method of Claim 31 wherein said workforce database  
2 associates a reviewer notification delivery address with said assigned reviewer and  
3 wherein said data changed electronic notification message is delivered to said  
4 assigned reviewer at said reviewer notification delivery address.

1 33. (New) The method of Claim 32 wherein said workforce database  
2 associates a user notification delivery address with said predetermined user and  
3 wherein said information request electronic notification message is delivered to  
4 said predetermined user at said user notification delivery address.